

ATTACHMENT D

SENIOR MANAGEMENT EXPERIENCE
(Attached)

GARY H. HICKOX

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CEO with strong track record of achieving results in services, telecommunications, and Internet segments. Demonstrated success in leading global businesses in P&L roles. Expertise in start up, high growth and turnaround situations. Core competencies in consumer marketing, relationship management, sales leadership, business development and strategy. Skilled at infusing new technology solutions into established businesses.

Direct Marketing Connections, Inc. (originally getacard.com), Los Angeles, CA 2000 - present
Start-up company that provides direct mail programs to businesses based on greeting cards and Internet technology.

President and Chief Executive Officer, Director

- Successfully sold consumer business, getacard.com, to strategic partners.
- Launched two new businesses: consumer retail website and direct mail.
- Developed new business strategy and re-positioned company in the business-to-business space.
- Managed all major investor, banking, equity, supplier and strategic partner relationships.
- Raised \$2 million in debt financing.
- Implemented and led sales and marketing effort to achieve annual sales run rate.

JFAX.COM, Inc. (now J2 Global Communications), Los Angeles, CA 1998 - 2000
NASDAQ: JCOM

Internet messaging company that enables faxes and voice messages to be delivered via email.

President and Chief Operating Officer

- Led company's successful IPO and key investor relationships.
- More than doubled customer base in 12 months; increased gross margin from -58% to +25%.
- Created major new marketing relationships with Yahoo, CompuServe/AOL, AmeriTech, BellSouth.
- Created and enhanced supplier relationships with AT&T, PacWest, Onset Technologies.
- Hired 60% of executives and 45% of total workforce.

AT&T (and Lucent Technologies, Inc.) 1983 - 1998

Internet Services, Bridgewater, NJ

Global Marketing Vice President (1996 - 1998)

- Responsible for marketing and P&L of \$600 million in advanced voice, data and Internet services.
- Led creation and development of the first Internet telephony service.
- Drove expansion of hosting and transaction Internet services to #3 in marketplace in one year.
- Recognized as industry expert on business Internet services - featured in Info World's "Hot Seat".

On-line Services, Business Long Distance Service, Bedminster, NJ

New Business Development Vice President (1994 - 1996)

- Created/managed relationships with Microsoft, Lotus, IBM and OMI for Internet business.
- Established commercial rollout of AT&T Network Notes as first Network Applications Business.
- Established successful Imaging Network Services market trials.
- Created processes and infrastructure for New Business Development center of excellence.

AT&T (and Lucent Technologies, Inc.), continued

Multi-Media Products and Services Group, Vienna, Austria

Regional Vice President Central and Eastern European Operations (1994)

- Led division to a 77% increase over 1993.
- Provided leadership to eight country operations (five direct owned subs and three distributor units).
- Achieved double-digit revenue growth and first-time profit through improved sales and performance.
- Created results-oriented culture with business team in a previously socialist environment.

Consumer Products, AT&T Deutschland GmbH, Frankfurt, Germany

International Operations Group Vice President (1992 - 1994)

- Led international sales growth from \$15 million in 1991 to \$90 million in 1994.
- Launched new Asia/Pacific and Americas regional equipment business units.
- Developed and managed relationships with key worldwide business leaders and major telecoms.
- Appointed to lead all AT&T equipment initiatives in Europe increasing sales 10%.
- Led team for coinless phone entry outside U.S. resulting in \$5 million savings and \$10 million sales.

Consumer Products, AT&T Deutschland GmbH, Frankfurt, Germany

Managing Director, European Operations (1991 - 1992)

- Launched start-up market entry in Europe in 1991 starting with a zero sales base.
- Led European sales growth from \$6 million in 1992 to \$30 million in 1994.
- Led development of AT&T's first foreign advertising campaign.
- Led AT&T/Bell Labs Task Force to create worldwide Advanced Consumer Electronics Strategy.

Consumer Products, Parsippany, NJ

New Business Director (1988 - 1991)

- Started both cellular telephone and videophone projects, hired senior leaders and supervised project implementation, resulting in a billion-dollar cellular business today.
- Developed AT&T Consumer Products first Corporate Strategy resulting in entry of cellular telephones and videophone and fax product development.
- Developed AT&T Consumer Products Global Strategic Plan leading to international expansion.

Consumer Products, Oakland, CA

Western Area Sales Director (1986 - 1988)

- Increased sales area from \$7 million to approximately \$200 million.
- Turned around significant unprofitable sales area and achieved positive profit contribution.
- Started distributor programs for increased coverage, resulting in multiple \$1 million accounts.
- Opened Wal-Mart, Price Club, Costco, GTE and Carter Hawley Hale Stores as major accounts.

Various sales, marketing and human resources positions at AT&T (1983 - 1986)

Pacific Telephone, sales and management positions

1979 - 1983

EDUCATION: INSEAD, Fontainebleau, France, 1996

Columbia University, New York, NY, 1988, 1990

Babson College, Boston, MA, 1986

BA, Cum Laude, Dominican College, San Rafael, CA, 1977

Richard j. Gordon
Chairman
Freedomstarr Communications, Inc.

The founder and chairman of Los Angeles-based *The Gordon Group*, Richard j. Gordon, is a trailblazing businessman and consultant operating in the front ranks of those transforming the Internet into the global marketplace of the future. Mr. Gordon assumed the position as Chairman of *Freedomstarr Communications, Inc.* in January of 2002.

Mr. Gordon was among the first to embrace the Internet as an avenue for commerce. His risk management and fraud prevention systems were breakthrough products for thousands of merchants wanting to engage in the non-face-to-face transactions that are at the heart of doing business on the Internet, over the telephone or through television.

The Gordon Group is a diverse group of inter-related entities, and is frequently talked about as an American success story. The recognition has included rankings by the Los Angeles Business Journal as the number one fastest growing privately-held company in Los Angeles County and, from Inc. Magazine, as only the 5th company ever to be admitted into its Hall of Fame -- making the Fastest Growing Inc. 500 list five years in a row.

Mr. Gordon has also emerged as a leading advocate for electronic commerce in the media and in government and industry forums, having founded the National Electronic Commerce Association, a leading trade advocacy group for e-commerce issues.

Richard j. Gordon becoming the founder of a dynamic, precedent-setting company should come as no surprise to those who have known him since his childhood in the working-class Sunset Park section of Brooklyn, NY.

A young Mr. Gordon joined the Boy Scouts of America, an activity which tapped his natural spirit of determination and quickly became a second center for his life. At age 12, he became the youngest Eagle Scout in America. The Brooklyn Spectator spotlighted his story, which led Richard at age 13 to begin writing a weekly column. Later, the column became a feature entitled, "A Teenager's View Of", through which he met and interviewed many of the best known people of the time, including Bishop Fulton Sheen, astronaut Alan Sheppard (shortly after he returned as the first American to fly into space) and many prominent elected officials.

In 1963, Mr. Gordon won a Congressional appointment to the U.S. Naval Academy from legendary U.S. Rep. John J. Rooney. There, as part of his language studies, he developed some of the first algorithms to conjugate French verbs. In 1965 he authored one of the first computer programs that could translate from English to French and vice versa. As a Midshipman, he won the opportunity to do continuing research with the staff of the prestigious Brookings Institution.

After graduating from the Naval Academy in 1967, Mr. Gordon served as an operations officer on destroyers in the Atlantic Ocean and Mediterranean Sea as well as undertaking duties with the amphibious fleet. He was the first member of his graduating class to be promoted to the rank of full lieutenant. He was 22 at the time.

In 1972, he was assigned to recruiting duties in Albany, NY, which included a three-week training course in salesmanship under the celebrated master salesman, J. Douglas Edwards. With his natural sales abilities honed, within three months his district rose from seventh to first among the nation's nine recruiting zones, even with the elimination of the draft.

After resigning from the Navy in 1973, Mr. Gordon opened his own life insurance brokerage. In his first year, he was selected by Mass Mutual Life Insurance Company as a member of the "Freshman Five" for ranking in the top five in sales among several hundred new agents recruited that year. The business grew and expanded into equipment leasing and real estate development. In 1978, he formed PetCare, Inc., as the first Blue Cross-type of health insurance company for family pets.

Moving to Los Angeles in 1983, Mr. Gordon operated a financial planning and business management company through much of the 1980s. He formed R.j. Gordon & Company, the predecessor to *The Gordon Group*, in November 1985.

While working on an assignment for an international client in 1987, Mr. Gordon conceived a remarkable invention: an enhanced facsimile system that would provide secure transmissions and remote manipulation of facsimile via a touch tone phone. The system was also integrated into voice mail and paging networks. Mr. Gordon was granted U.S. Patent #4,994,926 for this system in 1991. Several additional patents on the technology have since been granted in the U.S. and several foreign countries. Although Mr. Gordon has sold the rights to this invention, his technology remains the core of all PC fax programs.

In late 1989, R.j. Gordon & Company was hired to assist a client with a serious credit card chargeback problem with Visa and MasterCard. In response, Mr. Gordon developed specialized techniques and processes that reduced chargebacks from 25% to less than 5% almost overnight. The issues at the root of this client's problems turned out to be very widespread and rapidly growing areas of credit card fraud.

Mr. Gordon developed an on-line, real-time risk management authorization network that runs in front of Visa and MasterCard credit authorization systems and provides clients with an enhanced risk management and fraud prevention system. This rudimentary system was the first-ever global risk management system designed for real-time credit card processing for electronic commerce.

With this technology as its foundation, Mr. Gordon formed Electronic Card Systems, Inc., (ECS) in 1992 to serve the unique credit card account needs of merchants who sell their goods without their customers being physically present. In 1994, he created Electronic Authorization Systems, Inc., (EAS) to commercialize the risk management processes he had developed. These companies were eventually merged to form creditcards.com and in 2000 Mr. Gordon sold control of the company to an investor group.

Finding solutions to his clients problems is Mr. Gordon's forte. With his expertise and knowledge, he continues to grow ***The Gordon Group*** while continuing to create the future.

Warren M. Dillard
Secretary
Freedomstarr Communications, Inc.

Mr. Dillard's business career has extended over three decades. After having earned his Bachelor's Degree in Accounting from Texas A&M University, and Master's Degree in Finance at Harvard Business School, he entered the Investment Management Business as an Analyst and Portfolio Manager with Capital Research Company, Los Angeles, CA. As one of the largest managers of mutual funds and pension funds in the United States, this company offered an opportunity to assume responsibility for asset management as well as analytic work in the investment management industry. He followed that experience at one of the larger Wall Street investment banking firms and subsequently worked for Shareholders Capital Corporation, Los Angeles, California, organizing real estate limited partnerships, which were registered with the SEC.

In 1975 Mr. Dillard joined Pepperdine University as its Senior Vice President for Finance and CFO. For seven years he managed the Finance Department of the university and was involved in developing its campus building program in Malibu, California, raising debt capital to finance expansion and ultimately was active in the university's development program.

Warren Dillard assumed the position as Secretary of *Freedomstarr Communications, Inc.* in January of 2002. Prior to joining *The Gordon Group*, Mr. Dillard spent 16 years arranging capital for start-ups and early stage ventures. His efforts included helping organize numerous new companies in a number of different fields, ranging from fine arts retailing to high technology development in Silicon Valley.

As President and CFO of *The Gordon Group*, Mr. Dillard is responsible for the capital formation activities of that company as well as providing consulting services to its clients, including business organization design and capital formation. Through these efforts, *The Gordon Group*, is an important leader in the field of fostering early stage companies, especially those involved in Internet transactions.

Throughout his career Mr. Dillard has been active with numerous civic organizations as well as having been President and on the Board of Directors of numerous non-profit organizations including the Southern California Center for Non-Profit Management, The Harvard Business School Association of Southern California and others.